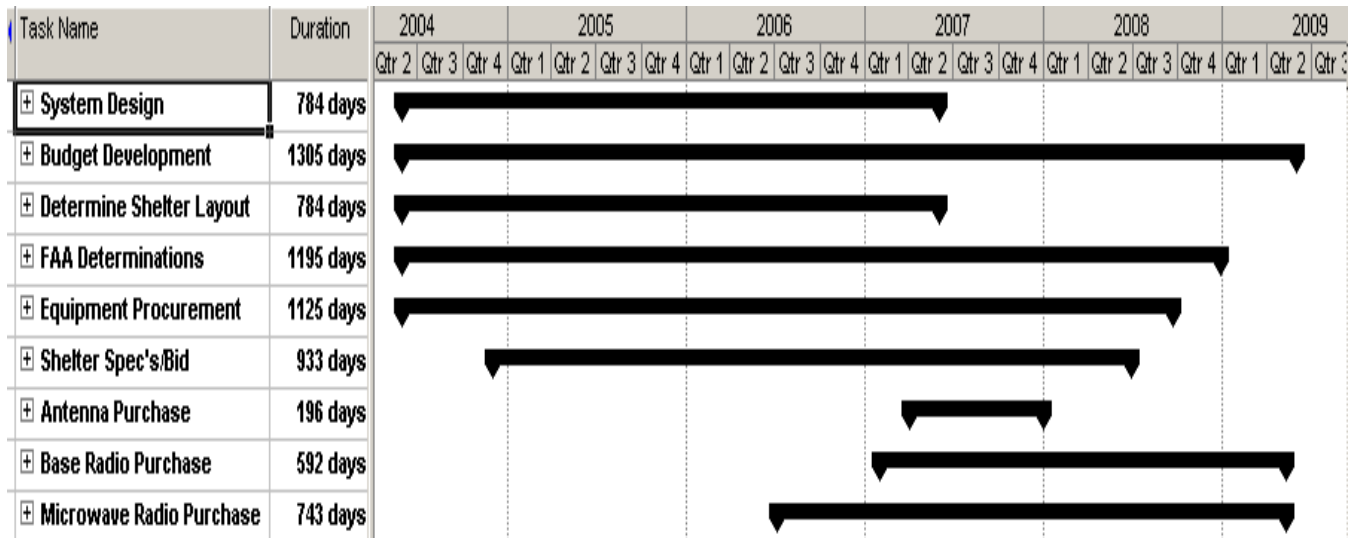


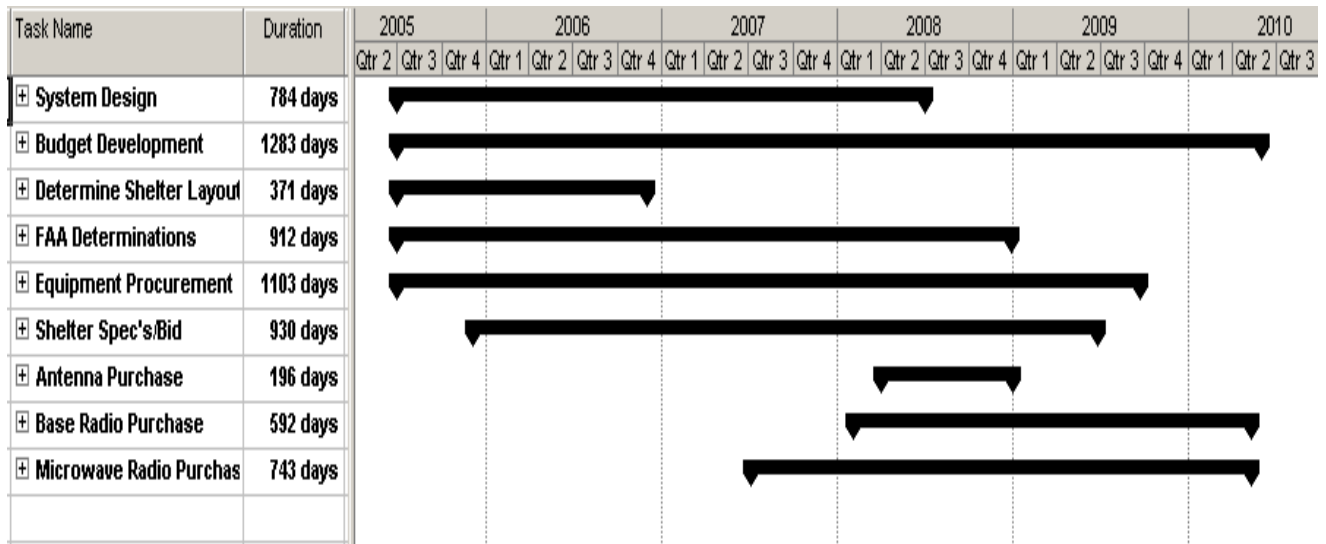
EXHIBIT 3

TIME LINE

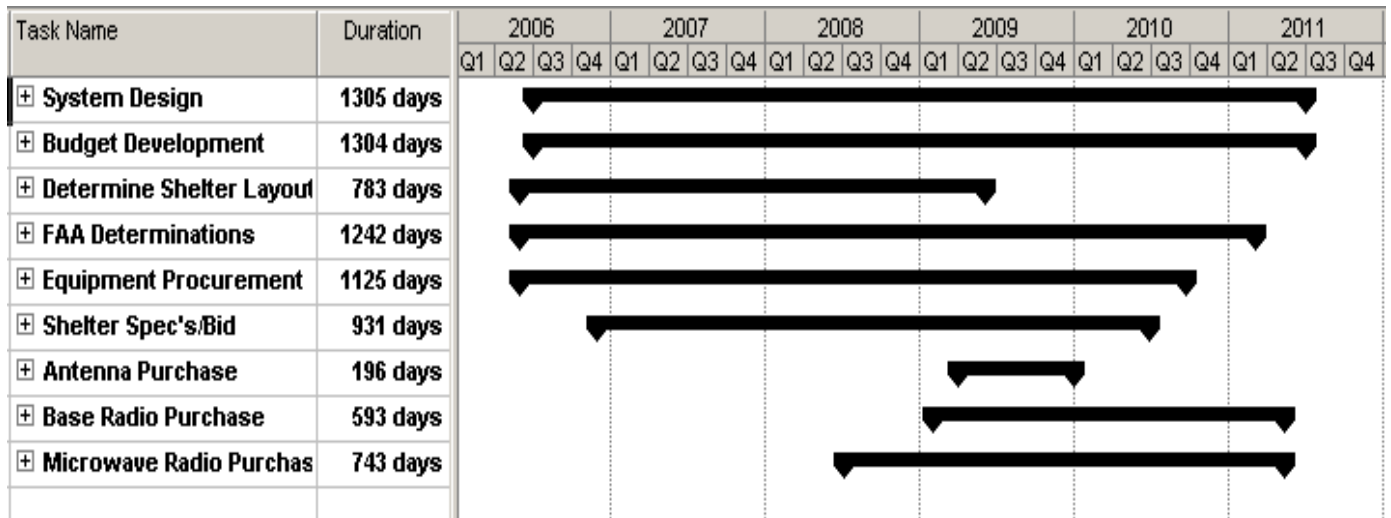
PHASE 3 - Rochester and St. Cloud Districts



PHASE 4 – Duluth and Brainerd Districts



PHASE 5 – Mankato, Marshall and Detroit Lakes Districts



PHASE 6 – Virginia and Thief River Falls Districts

